

## Michigan FIA Employee Turnover Report By Program

Date: August 3, 2004

Classification	Pay Period	Dates	No. Employs on Payroll	Separations	Percent Separated (Pay Period)	Percent Separated (Proj. Annual)	Left Class (Promote, Demote, Lateral)	Separations + Left Classification	Percent (Pay Period)	Percent (Proj. Annual)	Left Program	Separations + Left Class + Left Program	Percent (Pay Period)	Percent Leaving Program (Proj. Annual)
Foster Care	1	12/7/03-12/20/03	861	2	0.23%	6.04%	1	3	0.35%	9.06%	3	6	0.70%	18.12%
	2	12/21/03-1/3/04	855	1	0.12%	4.55%	3	4	0.47%	10.66%	5	9	1.05%	22.75%
	3	1/4/04-1/17/04	866	3	0.35%	6.07%	2	5	0.58%	12.13%	2	7	0.81%	22.19%
Protective Services	1	12/7/03-12/20/03	717	5	0.70%	18.13%	1	6	0.84%	21.76%	4	10	1.39%	36.26%
	2	12/21/03-1/3/04	711	4	0.56%	16.38%	0	4	0.56%	18.20%	1	5	0.70%	27.17%
	3	1/4/04-1/17/04	726	6	0.83%	18.11%	2	8	1.10%	21.67%	1	9	1.24%	28.86%
Adoption	1	12/7/03-12/20/03	92	1	1.09%	28.26%	0	1	1.09%	28.26%	0	1	1.09%	28.26%
	2	12/21/03-1/3/04	92	0	0.00%	14.17%	0	0	0.00%	14.17%	0	0	0.00%	14.17%
	3	1/4/04-1/17/04	90	1	1.11%	19.07%	0	1	1.11%	19.07%	0	1	1.11%	19.07%
Juvenile Justice	1	12/7/03-12/20/03												
	2	12/21/03-1/3/04												
	3	1/4/04-1/17/04												
Total Children's Services	1	12/7/03-12/20/03	1670	8	0.48%	12.46%		10	0.60%	15.57%		17	1.02%	26.47%
	2	12/21/03-1/3/04	1658	5	0.30%	7.84%		8	0.48%	12.55%		14	0.84%	21.95%
	3	1/4/04-1/17/04	1682	10	0.59%	15.46%		14	0.83%	21.64%		17	1.01%	26.28%



# Michigan FIA Employee Turnover Report by Degree within Program

## Foster Care

Date: June 9, 2004

Degree		BSW		Criminal Justice		Sociology		Psychology		Other B.A.		MSW		Other M.A.		Total	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%		
Separations	Pay Period																
	Year-to-Date																
Left Classification	Pay Period																
	Year-to-Date																
Left Program	Pay Period																
	Year-to-Date																
Total Departed	Pay Period																
	Year-to-Date																
Employees on Payroll	Pay Period																
	Year-to-Date																

# Michigan FIA Employee Turnover Report by Length of Service within Program

## Foster Care

Date: June 9, 2004

Length of Service		0 - 6 months		6 months - 1 year		1 - 2 years		2 - 3 years		3 - 5 years		5 - 7 years		7 - 10 years		10 + years		Total		
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Separations	Pay Period																			
	Year-to-Date																			
Left Classification	Pay Period																			
	Year-to-Date																			
Left Program	Pay Period																			
	Year-to-Date																			
Total Departed	Pay Period																			
	Year-to-Date																			
Employees on Payroll	Pay Period																			
	Year-to-Date																			

## Michigan FIA Employee Turnover Report by Reason for Departure within Program by County

### Foster Care - Genesee Co

Date: June 9, 2004

Reason for Departure		Number on Payroll	Resigned		Moved to New Department		Moved to New County		Retirement		Layoff (R.I.F. or Seasonal)		Medical Layoff		Discharge		Expired Appointment		Death		W.R.L.O.A.		Total		
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Separations	Pay Period																								
	Year-to-Date																								

Reason for Departure		Lateral Transfer (Different Class)		Promotion		Demotion		Total	
		No.	%	No.	%	No.	%	No.	%
Left Classification	Pay Period								
	Year-to-Date								

Reason for Departure		To C.P.S.		To Adoption		To J.J.		To Adult Services		To Other		Total	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Left Program	Pay Period												
	Year-to-Date												

Total Departed	Pay Period												
	Year-to-Date												

## Michigan FIA Employee Turnover Report by Program by County

### Genesee County

Date: June 9, 2004

Classification	Pay Period	Dates	Payroll	Separations	Percent Separated (Pay Period)	Percent Separated (Proj. Annual)	Left Classification	Sep + Left Class	Pay Period %	Proj. Annual %	Left Program	Sep + Left Class + Left Program	Pay Period %	Proj. Annual %	Left County	Pay Period %	Proj. Annual %
Foster Care	1	12/7/03-12/20/03															
	2	12/21/03-1/3/04															
	3	1/4/04-1/17/04															
Protective Services	1	12/7/03-12/20/03															
	2	12/21/03-1/3/04															
	3	1/4/04-1/17/04															
Adoption	1	12/7/03-12/20/03															
	2	12/21/03-1/3/04															
	3	1/4/04-1/17/04															
Juvenile Justice	1	12/7/03-12/20/03															
	2	12/21/03-1/3/04															
	3	1/4/04-1/17/04															
Total Children's Services	1	12/7/03-12/20/03															
	2	12/21/03-1/3/04															
	3	1/4/04-1/17/04															

# Michigan FIA Employee Turnover Report County Summary

## Social Services Specialist

Date: June 21, 2004

County	Pay Period	Dates	Payroll	Separations	Percent Separated	Left County	Percent Left County	Separations + Left County	Percent Separated or Left County	Left Classification	Percent Left County	Separated + Left County+ Left Class	% Separated or Left Co or Left Class
Genesee	1	12/7/03-12/20/03	135.00	2	1.50%	1.00	0.74%	3.00	2.22%	1.00	0.74%	4.00	2.96%
	Year to Date	1-5/03-12/20/03	132.02	27	20.45%	18.00	13.64%	45.00	34.09%	3.00	2.27%	48.00	36.36%
Kent	1	12/7/03-12/20/03											
	Year to Date	1-5/03-12/20/03											
Oakland	1	12/7/03-12/20/03											
	Year to Date	1-5/03-12/20/03											
Macomb	1	12/7/03-12/20/03											
	Year to Date	1-5/03-12/20/03											
Urban	1	12/7/03-12/20/03											
	Year to Date	1-5/03-12/20/03											

# Michigan FIA Employee Turnover Report by Reason for Departure within Program

## Foster Care

Date: June 21, 2004

Reason for Departure		Resigned		Moved to New Department		Retirement		Layoff (R.I.F. or Seasonal)		Medical Layoff		Discharge		Expired Appointment		Death		W.R.L.O.A.		Total		
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Separations	Pay Period																					
	Year-to-Date																					

Reason for Departure		Lateral Transfer (Different Class)		Promotion		Demotion		Total	
		No.	%	No.	%	No.	%	No.	%
Left Classification	Pay Period								
	Year-to-Date								

Reason for Departure		To C.P.S.		To Adoption		To J.J.		To Adult Services		To Other		Total	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Left Program	Pay Period												
	Year-to-Date												

Total Departed	Pay Period																					
	Year-to-Date																					